

RIGHTS
AND
RESPONSIBILITIES



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What is a **RIGHT**?

- Something people are allowed to do or have all of the time
- Rights are like laws or rules.
- Some rights tell other people what they must do for you.
- Unless the person has a guardian, they get to make the decisions for themselves.

What is a responsibility?

- Something a person agrees to do to the best of their ability.



What is a **RESTRICTION** and when can it happen?

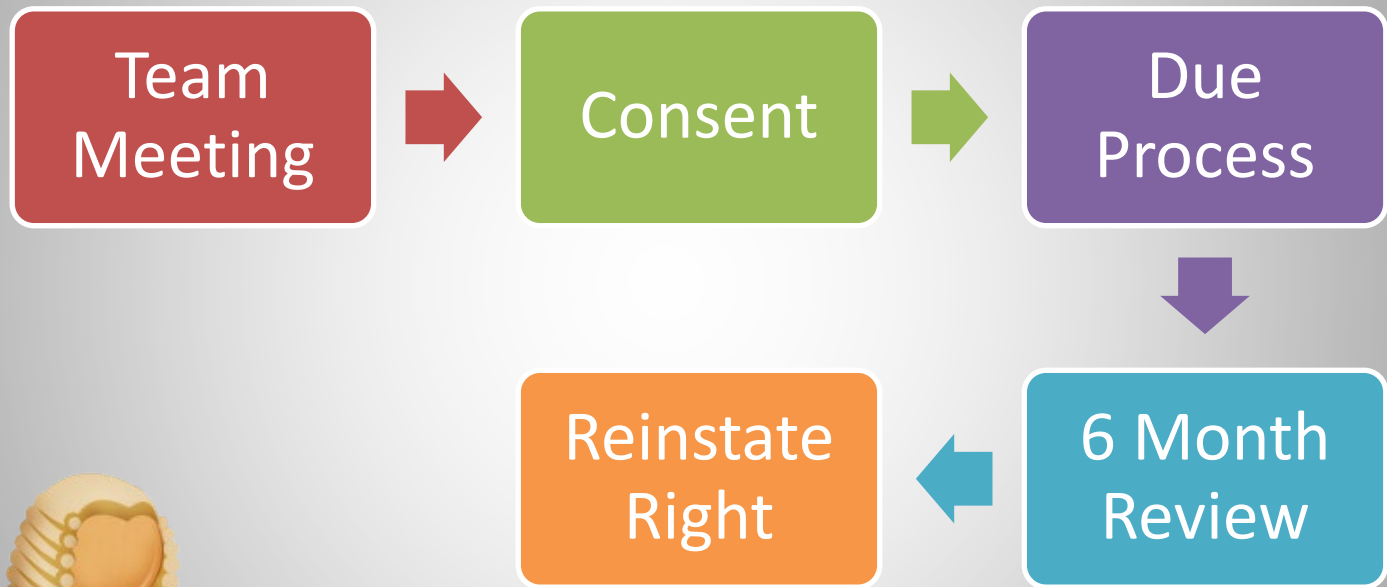
A person's freedom to exercise one of their rights may be limited if they are unable to :

Keep themselves safe

Keep people around them safe

Keep their property safe

How can my rights be restricted?





North Dakota Bill of Rights for People with Developmental Disabilities

The right to services that help me live, work and play in the most normal way possible.

Responsibility:

- Safety of themselves
- Safety of those around them
- Safety of their property



Guardianship & Supported Decision Making



People have the right to make decisions unless a judge decides this is no longer the case.

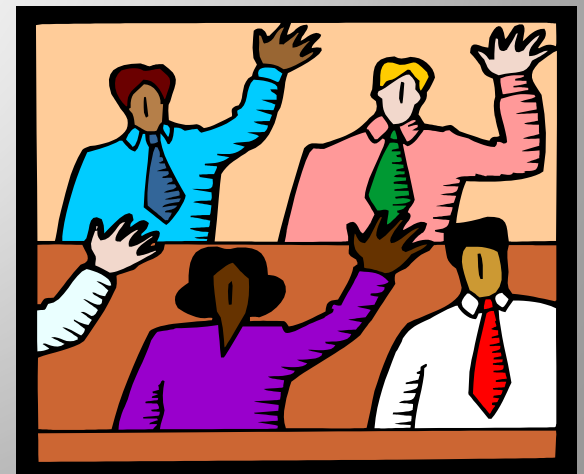
Staff's responsibility is to know....

- Full or limited guardianship
- A person's guardian must ensure my protection and well-being, and act in my best interests.

The right to vote.

Responsibility:

- Know where the person is suppose to vote.
- Educate people regarding the issues in order to make my choice.



The right to practice my religion or cultural practices.

Responsibility:

- Support people to exercise their religious beliefs and provide education in order to practice them



The right to pick my own friends and see them when I want to.

Responsibility:

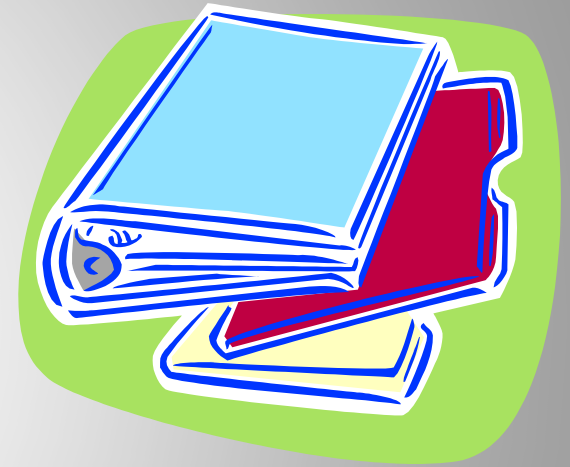
- Learn the best ways to have a friend and be a friend
- Staff can't tell people who their friends are or who people can be friends with.
- To be nice and respectful.



The right to have records kept confidential.
People have the right to see their records.

Responsibility:

- Sign a Release of Information to give my informed consent

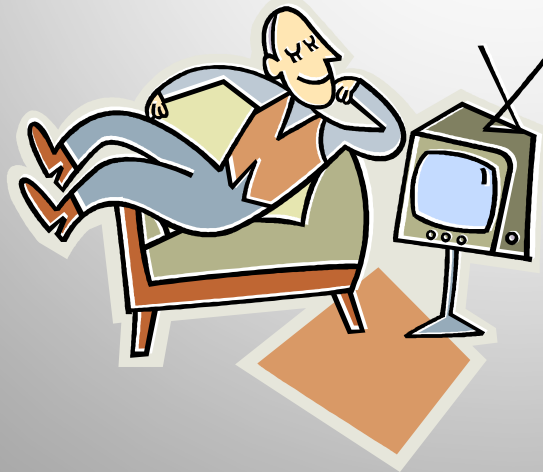


- People have the right to know what staff writes or puts in their records.
- Look at all of their records.

The right to wear my own clothes and keep my own things.

Responsibility:

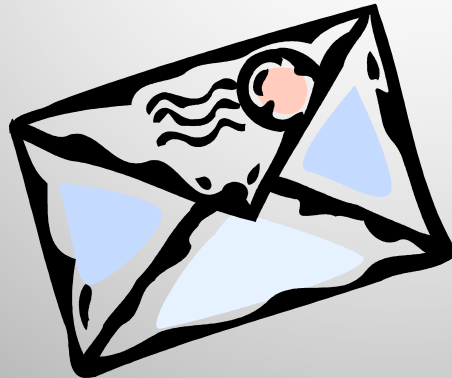
- Save money so that people can afford things.
- Wear clothes that are appropriate for the weather.



The right to get and send mail without anyone else opening it.

Responsibility:

- Give permission for anyone else to read my mail but me.



The right to use the phone.

Responsibility:

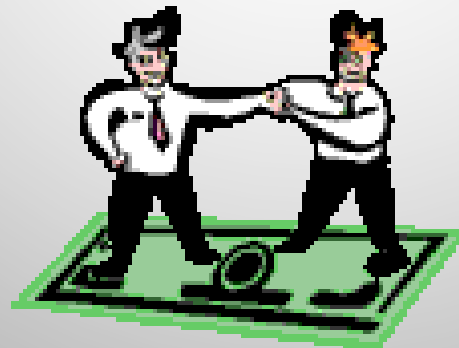
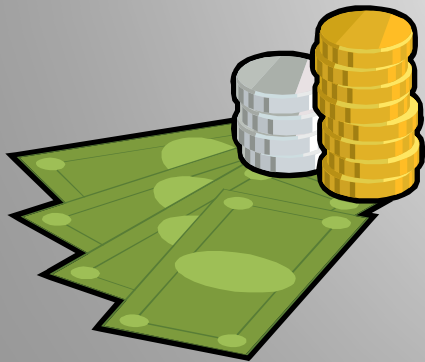
- Teach phone skills and teach how to use the phone when living with others, proper phone etiquette.
- Responsibility of paying the bill



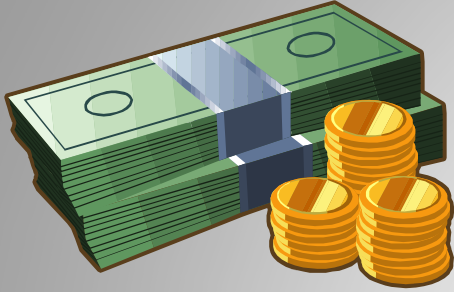
The right to be paid a fair wage for the work I agree to do.

Responsibility:

- Go to work as scheduled
- Perform the duties of my job



The right to spend my money as I want.



Responsibility:

- Support to pay bills and to live within my financial means.
- Budget for necessities before spending money on things that may not be needed.
- Choose my Representative Payee
- Work with my Representative Payee

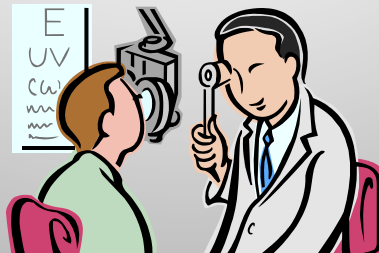


My Choice

The right to obtain good medical treatment from a doctor of my choice.

Responsibility:

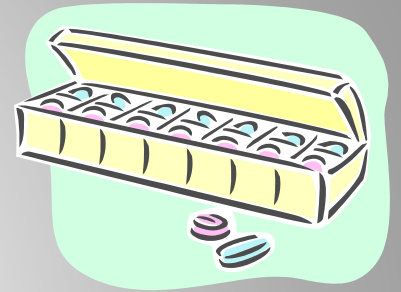
- Ensure you know the people you work with so that you can identify when they are not feeling well and when they need to go to the doctor.
- Support people to follow what their doctor recommends, but do have the right to choose.



The right to say “NO” to medications that change a person’s behavior.



Responsibility:

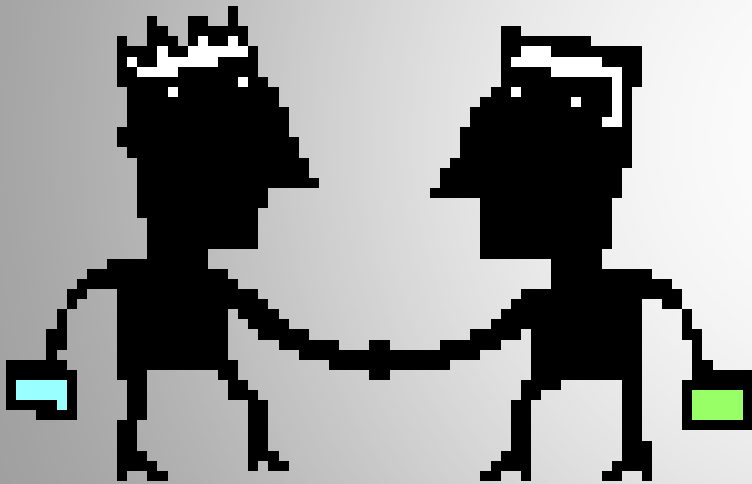


- Keep people and others safe
- Help people to understand their feelings



The right to be free from abuse, neglect and exploitation.

Responsibility:



- The right to be treated well by others.
- Ensure that you are supporting people's safety and security.
- Intervene when something is happening that should not be.

The right to not be tied down, physically held, or forced to be alone.

Responsibility:

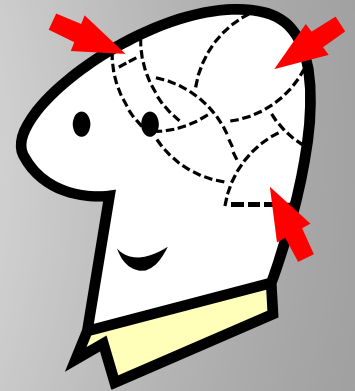
- People need to be supported in the least restrictive manner.
- Prohibited procedures-DDD-PI-9-23
- Know plans and if emergency, ensure that the prompting hierarchy is followed.



The right to say “NO” to brain surgery or other medical procedures that people want to do because of the way I act.

Responsibility:

- Get good information before making a decision.



I have the right to say “NO” to electric shock therapy.



Responsibility

- Ensure that you are talking to the people that you support and allow them opportunities to make informed decisions.



The right to eat foods that are good & follow a balanced diet, yet choose what to eat.

Responsibility:

- Promote healthy living.
- Support to follow recommended diet.
- Ensure participation with grocery shopping.



The right to go to school with other students up to the age 21.



Responsibility:

- Support educational needs for people and ensure consistency with residential provider.



The right to a Person Centered Planning Meeting at least once a year to choose my goals.

Responsibilities:

- To develop goals to promote independence.
- Ensure communication to identify preferences.
- Ensure team members are included that the person wants to have involved.



The right to Refuse services or terminate (Stop) services.

Responsibilities:



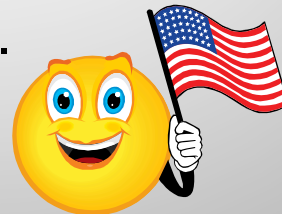
- The person served has the right to choose services, who provides them and when to stop them. .
- It is the provider's responsibility to support this, even if not in agreement.

The same rights as any other person in this country.

A person has the right to enforce these rights in a court of law.

Responsibilities:

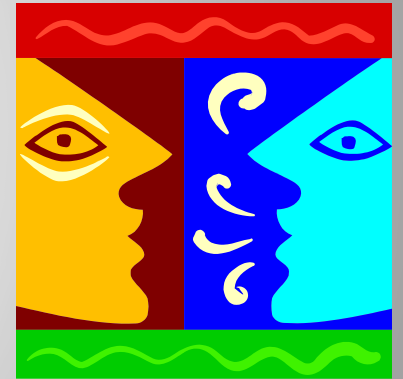
- Teach people to respect other people's rights.
- Support people's to obey the laws.



The right to have complaints heard.

Responsibility:

- Do people know who to tell and how to ask for help?
- Do people feel safe and heard?
- Ensure you listen when someone is voicing a concern.



The right to be treated with respect.

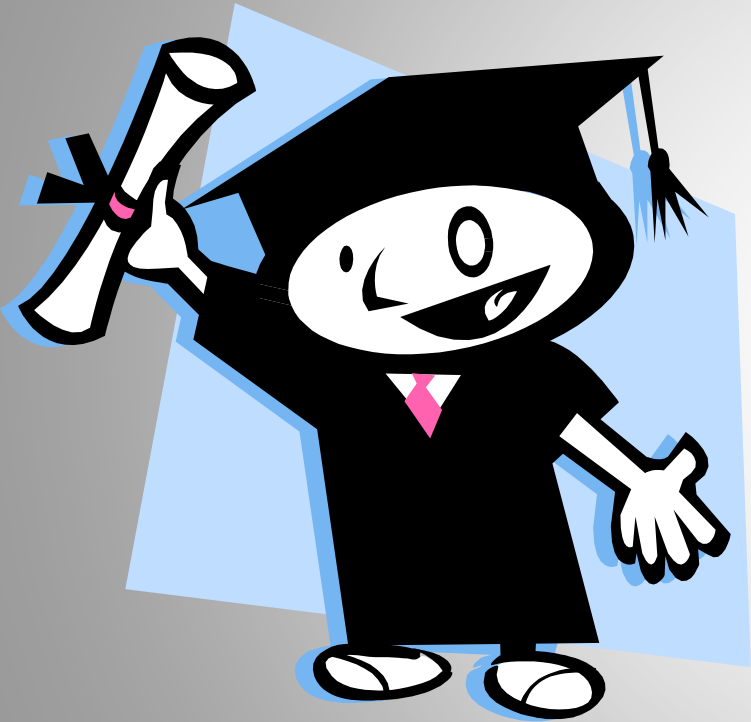


Responsibility:

As staff, you have the responsibility to ensure that you are teaching and role modeling respect so that people you support learn to respect others, and be treated with dignity.



The right to trained and competent staff.



**Fully Trained Staff!
Competent and Helpful!**

Responsibility:

- The agency has the responsibility to ensure that staff are trained specifically to support each person they work with.
- People have the right to request a change in staff.

The right to live in a home that is clean and safe.



Responsibility:

Support independence with cleaning and maintaining their home and do what needs to be done if the person is unable to do so.



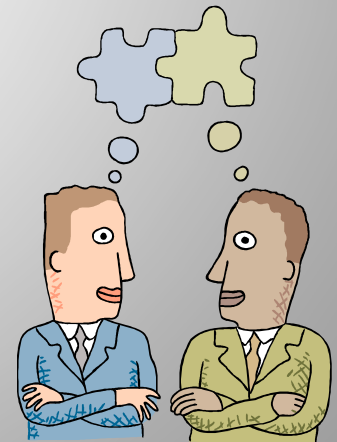
Rights restrictions?

Ensure the person/guardian is aware of rights restrictions?



Ensure rights are not restricted unless formally approved by HRC/BSC.

Ensure a plan for reinstatement.



“So long as we have enough people in this country willing to fight for their rights, we’ll be called a democracy.”

Roger Baldwin, founder ACLU



It's up to you!